

**PARTNERSHIP IN PROMOTING DIVERSITY
AMONG
THE U.S. DEPARTMENT OF TRANSPORTATION,
THE FEDERAL RAILROAD ADMINISTRATION,
THE BURLINGTON NORTHERN AND SANTA FE RAILWAY COMPANY
AND THE NATIONAL RAILROAD PASSENGER CORPORATION**

WHEREAS, the U.S. Department of Transportation (U.S. DOT), the Federal Railroad Administration (FRA), The Burlington Northern and Santa Fe Railway Company (BNSF), and the National Railroad Passenger Corporation (Amtrak) seek to ensure diversity in the rail transportation industry;

WHEREAS, the U.S. DOT, FRA, BNSF and Amtrak are dedicated to encouraging their respective customers, suppliers, management, Labor, and employees in promoting diversity in the rail transportation industry; and

WHEREAS, a Partnership in Promoting Diversity is being created to jointly promote diversity and demonstrate that diversity translates into "Good Business" and "Good Results," and, in so doing, the existing partnerships between the U.S. DOT, FRA, BNSF and Amtrak will be broadened and strengthened.

Now Therefore, the U.S. DOT, FRA, BNSF and Amtrak enter this Partnership in Promoting Diversity to work in concert in advancing Diversity in America and will use their best joint efforts to:

- Establish a Joint Diversity Task Force that will assess how best to foster diversity through the Partnership in Promoting Diversity, encouraging Labor to participate in and to support our joint partnership in promoting diversity efforts;
- Undertake coordinated efforts to increase diversity within the transportation industry;
- Institute joint programs to create career development opportunities that promote diversity within the rail transportation industry;
- Develop joint programs and processes which facilitate or enhance recruitment of a diverse workforce;
- Undertake coordinated efforts to educate elementary, secondary school, and college students about career opportunities in the railroad industry in a manner that fosters diversity;
- Increase joint efforts to advance diversity with those that do business with the railroad industry;
- Initiate further joint efforts to diversify the pool of businesses and vendors that provide goods and services to the railroad industry; and
- Initiate joint efforts that ensure that both union and non-union employees of the U.S. DOT, FRA, BNSF and Amtrak are invited and encouraged to participate in and promote our joint partnership in promoting diversity efforts.

This Partnership in Promoting Diversity benefits and enhances all concerned as they engage in innovative and socially responsible leadership.

Signed this sixth day of October 2000:

The Honorable Rodney E. Slater
Secretary
U.S. Department of Transportation

The Honorable Jolene M. Molitoris
Administrator
Federal Railroad Administration

Robert D. Krebs
Chairman and Chief Executive Officer
The Burlington Northern and
Santa Fe Railway Company

George D. Warrington
President and Chief Executive Officer
National Railroad Passenger Corporation